



Uniform Policy

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1. History of Policy Changes

Date	Page	Change	Origin of Change
21.07.25	3	Schools should keep the use of branded items to a minimum and can now only mandate up to three branded items, with secondary and middle schools allowed a fourth if one is a branded tie. This change is designed to lower the cost of uniforms for families.	

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3. Introduction

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform in line with statutory [guidance](#) from the Department for Education on the cost of school uniform and further linked guidance on [expectations](#).

4. Our School's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, disability, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils

- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their gender
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow pupils with sensory or physical needs to make adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with our SENCo via office@shirleyschools.co.uk, who can answer questions about the policy and respond to any requests

5. Limiting the cost of school uniform

Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, schools need to ensure that their uniform is affordable.

In considering cost, schools will need to think about the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.

Schools should keep the use of branded items to a minimum and can now only mandate up to three branded items, with secondary and middle schools allowed a fourth if one is a branded tie. This change is designed to lower the cost of uniforms for families.

A school's uniform policy should be published on the school's website, be available for all parents, including parents of prospective pupils, and be easily understood.

Schools should ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).

Single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured.

This contract should be retendered at least every 5 years.

Schools should ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms should be clear for parents of current and prospective pupils and published on the school's website.

Schools should engage with parents and pupils when they are developing their school uniform policy. At Shirley Junior School, uniform is worn throughout the school as we believe it encourages a sense of belonging and identity.

6. Uniform at our School

Our aim is that uniform is inclusive and low cost. It consists of the following items:

- Black/grey plain sports trousers (tracksuit or leggings)
- Black/grey plain sport shorts
- Green T-shirt or White polo shirt (Green house sports tops)
- Jade hoodie or round neck jumper with school logo



- Black trainers

Any shorts worn as part of the uniform must be fingertip length or longer when arms are resting by the sides. This applies to all pupils and helps ensure clothing is appropriate for active learning and movement throughout the day.

We respect some individuals would prefer to wear a traditional school uniform that may include grey trousers, school dress or grey skirt.

Children require a book bag to carry books/home learning (no large ruck sacks). These can be purchased from Skoolkit or any online provider. Pupils are able to choose their own colour book bag. Children must bring a named water bottle. We ask that all items are clearly labelled with your child's name.

Shirley Junior School uniform and book bags can be purchased from Skoolkit (from their store in Totton or online), or from My Clothing (online only).

During the winter months, all children should wear a coat. Even through the other seasons, we require children to have a rain mac or light thin waterproof coat, as we go out in every weather as long as it is safe.

7. Pre-loved uniform

We ask all parents to donate any uniform that is still in good condition but is no longer used. Sales of second-hand uniform are held throughout the year and are advertised in our Weekly Communications.

8. PE Kits

There is no specific uniform for PE as the school uniform allows pupils to take part in all physical activities. This saves time in lessons and allows pupils to be regularly active through out the school day.

If a child choose to wear a traditional school uniform to school, such as a school dress or school trousers, they will be required to bring a separate PE kit to change in to for all physical activity.

- Plain top
- Shorts/tracksuit
- Warm jumper

For safety reasons, there should not be any accessories on the clothing provided for PE.

We require all PE kits to be named and to be kept in a named PE bag. This is hung on their pegs and we send home each half term.

9. General Appearance

Pupils should wear clean uniform and have long hair tied back or braided. Shoes should be all black including the soles and in good condition so that pupils are safe and comfortable. Children should not wear jewellery to school, the only exception is small, plain stud earrings which children will need to be able to remove for P.E.



10. Religions and Beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner. If our school has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified.

The school will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. It should be possible for most religious requirements to be met within a school uniform policy and the local governing board will act reasonably through consultation and dialogue in accommodating these.

11. Engagement with parents/carers

The school will engage with parents and pupils when developing their uniform policy to ensure that it is suitable for their school community, recognising that the school community may change over time. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Disputes about the cost of the school uniform will be dealt with in accordance with the school's complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

12. Discrimination

Even when a policy has been agreed, school staff will be able to allow for some individual variations to their uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments will be made, as appropriate, for pupils with a disability. We aim to make our school uniform as inclusive as possible so if parents have any requests or concerns then please contact the school.

13. Other things to think about

For safety reasons, children are asked not to wear any jewellery to school other than wristwatches (not smartwatches) and religious jewellery. If earring must be worn, small studs are the only ones allowed. Children will be asked to remove dangling earring or hoops. For safety reasons, earrings must be removed for PE lessons or, if not possible, taped over by a parent that morning. Long hair must be tied back during PE lessons, regardless of gender. Nail varnish or fake nails are not permitted in school.

Please ensure all items of clothing are labelled with your child's name to avoid them being lost.

During hot weather children should bring a bottle of water and a sun hat into school, every day. Please remember to apply sunscreen in the morning before school.

Please do not bring important sentimental or high-value items to school. The school accepts no responsibility for items that are lost or damaged while on school site.



14. Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Deputy Head Teacher and escalated to the Head teacher if necessary.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

15. Governors

The governing body will review this policy to ensure it is appropriate for the school context, is implemented fairly across the school and is appropriate, practical and safe for all pupils.

16. Associated Policies

This policy links to:

Complaints policy

Behaviour policy

Equality information and objectives

